are recorded shall, at all reasonable times, be open to the inspection of any person resident within the village or owning or holding land therein.

6. *The Powers of Chairman.*—The Chairman shall preside at meetings of the Village Panchayat, act as its representative, give effect to its votes and resolutions, and shall generally be responsible for all the operations of the Village Panchayat, including the drawal and payment of all the sums trom the Village Fund, the correct maintenance and submission to the Taluk Board of accounts and the due record of the Proceedings of the Village Panchayat.

By Order,
B. RAMASWAMAIYA,
Secretary to Government,
Revenue Department.

No. 5251—L. B. 6-18-11, dated 8th October 1918.

Under Section 53 of the Local Boards and Village Panchayats Regulation, VI of 1918, the Government of His Highness the Maharaja are pleased to frame the following rules relating to the employment of Officers and servants by Village Panchayats.

1. If funds permit, a Village Panchayat may entertain the establishment absolutely required for the collection of taxes, for the conservancy and sanitation of the village, and for carrying out works with the sanction of the Taluk Board.

2. The establishment charges should not ordinarily exceed the following scale.

(i) Collection of taxes 5 per cent of the actual collection.
(ii) Conservancy and Sanitation 35 per cent.
(iii) Public Works 10 per cent.

3. If the circumstances of a Village Panchayat permit, a single official may be employed for office and out-door work.

4. If the finances of a Village Panchayat do not admit of a separate whole-time agency being employed for the collection of taxes and other items of revenue, the work of collection may be entrusted to village servants on payment of commission at a rate to be fixed by the Village Panchayat not exceeding 5 per cent of the amount actually collected. The Village Panchayat may apportion the aggregate amount of remuneration among the village servants, *i. e.*, Patels and Shanbhogs, actually employed, in such proportion as it may deem proper not exceeding the percentage of remuneration fixed by it.

5. A Village Panchayat may with the sanction of the Taluk Board create or abolish establishments, whether permanent or temporary, and fix or alter their pay, allowance or commission. With the like sanction, a Village Panchayat may abolish any appointment sanctioned by it.

6. Approval of the President of the Taluk Board is required for appointments made to posts classed as superior and that of the Village Panchayat for those classed as inferior.

7. Subject to the approval of the Village Panchayat, the Chairman may fine, reduce or dismiss any inferior servant. In the case of a superior servant, the sanction of the Village Panchayat in the case of fines inflicted, and of the Village Panchayat and the President of the Taluk Board, in the case of other punishments, are required, provided that no servant is punished without his knowing what he is charged with and without his having had an opportunity of explaining or denying the charges.

8. Except in the case of appointments for which special qualifications are laid down by Government, a Taluk Board may by general or special order, prescribe the qualifications of candidates for employment by a Village Panchayat.

By Order,
B. RAMASWAMAIYA,
Secretary to Government,
Revenue Department.